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The **LABOUR** *Market*

Employment

Past Commentaries have noted the many revisions made to official estimates of employment, including those made in May 1994, following the selection of a revised panel of employers who form the basis for the procedures to estimate total employment. Recently the Department of Employment revised its estimates of employees in employment, particularly in the construction industry. In Britain as a whole the revisions added around 120,000 extra jobs in the construction industry. This helps in part to resolve the puzzle of apparently "jobless recovery".

Data on employment are generally founded upon employer-based sample surveys which are benchmarked to a biennial Census of Employment. Recently, the results of the September 1993 Census of Employment have become available (the first full Census since 1981, though sample censuses were taken in 1984, 1987, 1989 and 1991), and this, together with some revisions to the 1991 Census, has led to revisions of the estimates of employees in employment back to December 1989 (on a seasonally unadjusted basis). Furthermore, the 1993 Census results have been classified according to Standard Industrial Classification 1992 (SIC 92), which replaces SIC 80, and gives greater disaggregation of the (now substantially larger) services sectors.

The most recent employment data reflect the effects of revisions due to the second Annual Employment Survey (AES). The AES replaces the biennial Censuses of Employment and was conducted for the first time in 1995.

The most recent employment data are for June 1997 and these are also reported in Tables 1 and 2. Overall, it appears as if total employees in employment rose by around 3,000 (0.2%) in the year to June 1997. Full-time male employees in employment are estimated to have fallen by 29,000 (3.2%), and estimates of full-time female employment fell by 28,000 (5.1%). Part-time male employment estimates fell by 38,000 (43.7%) and part-time female employment rose by 22,000 or 4.8%.

Table 2 presents only the revised estimates of employees in employment by sector because of the difficulties of comparison across different SICs. Over the year to June 1997 employment in service industries rose by 13,000 (0.9%). The biggest employment losses occurred in Real Estate etc. (18,000 or 8.9%) and employment fell by 9,000 in Construction (7.8%) and by 7,000 in Agriculture etc. (18.4%). Growth in estimated employment was greatest in Wholesale and Retail trade etc. (37,000 or 11.7%).

Vacancies: stocks and flows

Over the year to October 1997 unfilled vacancies at job centres in Scotland fluctuated between 28.6 (24.9) and 36.3 (39.3) thousands on a seasonally adjusted (unadjusted) basis (Table 3). Vacancies rose by 5.8 thousand in the year to October 1997, on a seasonally adjusted basis. There were still large gross flows, however (Table 4). These were of a similar order of magnitude to the outstanding stock of vacancies in each month. For example, in October 1997 inflows were 26.9 thousand and outflows were 15.5 thousand. The short average duration of vacancies is a sign that employers on average do not find it difficult to fill posts because of a continuing slackness in the labour market (although employers may still find it difficult to recruit specific skills in particular locations).

Unemployment: stocks and flows

Recent data on the seasonally adjusted unemployment stock are presented in Table 5. The most recent data, of course, reflect the new rules governing eligibility to claim benefit which have been in place since 7 October 1996 when both unemployment benefit and unemployment-related income support were replaced by the Jobseeker's Allowance (JSA). Since this significantly reduces the period over which claimants are eligible for benefits, the effect is to reduce the number of registered unemployed, even in the absence of any change in underlying labour market conditions.

Over the year to October 1997 total unemployment fell by about 42.3 thousand, from 189.0 thousand and from 7.8% to 6.0% of the working population. This represents a reduction in the level of unemployment of 22.4%, although it should be noted that the major part of the fall occurred after the introduction of JSA. Female unemployment fell by 11.1 thousand over the year, while male unemployment fell by 31.2 thousand.

Table 6 presents recent flows into and out of the unemployment stock. In October 1997 inflows were, at 29.8 thousand, about the same as in October of 1996. Outflows were, at 37.1 thousand,

1 thousand less than in October 1996. If gross outflows were maintained at their October 1997 level unemployment stocks could turnover in just under 4 months.

The August 1995 Employment Gazette reported labour force projections for UK regions from 1994 to 2006. Alone among the standard UK regions Scotland is projected to experience a small decline in its labour force (of 0.2%) over the period. This reflects the combined effects of a 3.7% projected fall in the male and a 4.2% rise in the female labour force. In GB as a whole the aggregate labour force, in contrast, is projected to grow by 5.8% again concentrated among females. These projected trends reflect differences in region's demographic structure, activity rates and in net migration patterns. Small increases in Scottish activity/participation rates of the scale observed in the recent past, could quite easily cause the outcome labour force to differ substantially from these projected levels, however. The outturn will also be very sensitive to induced migration flows.

DELOITTE & TOUCHE SCOTTISH CHAMBERS' BUSINESS SURVEY EVIDENCE: THIRD QUARTER 1997

The latest results from the Deloitte & Touch Scottish Chambers' Business Survey again shows few signs of general pressure on pay rates, although the rate of pay increase rose in construction and tourism. Employment rose for a net of firms in all sectors and most sectors expect a net increase in employment in the fourth quarter. Changes to employment levels affected more than 40% in manufacturing and construction, and between 30% to 40% in other sectors. Recruitment activity was broadly based in all sectors and concerns were most widely reported in manufacturing, construction and tourism.

Pay

Average pay increases in the third quarter ranged from 3.5% in manufacturing to 5.3% in tourism, with an increase of 4.2% in finance and 4.5% in construction, 3.7% in wholesale and 4.3% in retail distribution. The upward pressures appear to reflect recruitment difficulties in construction and tourism, rather than any general pressure.

The rate of increase continues to ease in manufacturing and remains strongest in tourism, signs of strengthening pay rates in construction have continued for a further quarter, but average pay increases in retail have only ranged between 4.2% to 4.4% over four of the past five quarters.

Employment

Rising employment trends continued in all sectors. The rising trends in employment were stronger than anticipated in manufacturing, construction and wholesale distribution, but were lower than expected in retail, tourism and finance. Nevertheless, the increase in finance, due mainly to increased use of temporary staff, was the first such increase for more than three years.

Once again all sectors, except tourism and finance anticipate rising trends in employment in the fourth quarter. Anticipated increases are more modest in manufacturing and wholesale distribution, but a further increase is anticipated in construction.

Slightly more than a quarter of manufacturing respondents thought shortages of skilled labour were more of a concern at the end of the third quarter than three months earlier, and in construction 23% reported problems of shortages of labour.

Changes in manufacturing employment affected 46%, 31% percentage reporting increased employment and 15% reduced employment. Fewer expect to increase employment in the fourth quarter. In construction 27% increased and 16% reported reducing employment. Changes to employment in the fourth quarter are expected to affect 39%.

Changes in employment in wholesale continue to affect less than 35%. Firms are now more modest in their expectations of increased employment in quarter four, with more than 75% expecting no change. Changes in employment in retail continued to affect less than 40%, nevertheless, 22% reported increased but 16% reduced employment. Firms do not expect this rate of increase in employment to strengthen in the fourth quarter. For the first time net increases in full time employment were slightly stronger than the increases in part time and temporary employment.

Changes to employment in finance affected less than 33%. For the first time the anticipated rise in employment did occur, although a fall is forecast for the next quarter. The downward trend in full time staff continued, whereas more than 36% reported increased use of temporary and 22% increased use of part time staffs

Changes to levels of employment in tourism again affected 35% with 25% increasing and 9% reducing employment, a net of +16%, virtually unchanged from the previous quarter. Whilst 72% expect no change to employment a slight decline in employment is forecast for the fourth quarter, reflecting mainly seasonal factors.

Recruitment

Recruitment activity in manufacturing remained at 58%. Difficulties were again apparent in the recruitment of skilled, and to a lesser extent technical staffs. Recruitment activity in construction rose to 58%, again the highest level for more than three years. Problems continue to be evident in the recruitment of suitable skilled staffs.

Recruitment activity in wholesale rose to 50%, once again few recruitment difficulties were evident. Slightly more than 52% of retail respondents sought to recruit staff, an increase over the previous quarter. More than 79% of tourism respondents sought to recruit a broad range of occupations. Problems were again widespread in the recruitment of suitable skilled and other manual staffs.

TABLE 1 EMPLOYEES IN EMPLOYMENT IN SCOTLAND: INDUSTRY AGGREGATES ('000s)* (Figures in square brackets reflect the 1989 and 1990 LFS. The latest estimates reflect the impact of the 1991 LFS.)									
(SIC 1980) SIC 1992	MALE		FEMALE		TOTAL	Prod/Const C-F	Production C-E	Manuf. D	Services G-Q
	(All) Full-time	P/T	(All) Full-time	P/T					
1990 Jun	[1,027]		[930]	[395]	[1,957]	[591]	[457]	[397]	[1,337]
Sep	[1,031]		[942]	[406]	[1,974]	[591]	[458]	[398]	[1,353]
Dec	[1,040] {1,043}		[943] {943}	[406] {404}	[1,983] {1,986}	[597] {594}	[465] {464}	[405] {405}	[1,356] {1,362}
1991 Mar	[1,034] {1,043}		[946] {949}	[417] {416}	[1,980] {1,992}	[591] {589}	[462] {462}	[401] {403}	[1,362] {1,376}
Jun	[1,021] {1,035}		[936] {941}	[412] {413}	[1,956] {1,978}	[573] {571}	[449] {450}	[388] {391}	[1,356] {1,377}
Sep	[1,015] {1,031}	106	[944] {953}	[414] {417}	[1,959] {1,984}	[562] {561}	[443] {444}	[383] {385}	[1,368] {1,394}
Dec	[1,011] {1,026}	103	[947] {954}	[418] {414}	[1,958] {1,984}	[560] {567}	[443] {444}	[383] {385}	[1,370] {1,394}
1992 Mar	[1,026] {1,037}	(105) {85}	(952) {976}	(416) {427}	(1,978) {2,013}	(543) {560}	(434) {435}	(376) {377}	(1,416) {1,425}
Jun	(1,020) {1,026}	(112) {87}	(955) {980}	(418) {429}	(1,975) {2,005}	(535) {551}	(430) {431}	(373) {372}	(1,411) {1,426}
Sep	(1,024) {1,023}	(123) {92}	(956) {981}	(419) {431}	(1,979) {2,005}	(528) {544}	(425) {425}	(368) {368}	(1,424) {1,434}
Dec	(1,008) {1,012}	(119) {81}	(948) {980}	(416) {432}	(1,956) {1,992}	(519) {543}	(418) {427}	(361) {360}	(1,410) {1,423}
1993 Mar	(993) {993}	(95) {90}	(971) {984}	(436) {442}	(1,963) {1,976}	(520) {529}	(405) {416}	(348) {359}	(1,418) {1,421}
Jun	(988)	{85}	{979}	{437}	{1967}	{534}	{414}	{358}	{1,408}
Sep	{1000}	{91}	{992}	{445}	{1991}	{531}	{417}	{364}	{1,433}
Dec	{1009}	{92}	{994}	{445}	{2003}	{536}	{414}	{362}	{1,440}
1994 Mar	{1001}	{95}	{996}	{450}	{1996}	{532}	{410}	{360}	{1,440}
Jun	893 {985}	88 {93}	525 {981}	431 {445}	1937 {1966}	472 {520}	347 {399}	305 {349}	1,430 {1,421}
Sep	899 {996}	92 {96}	535 {990}	436 {449}	1962 {1987}	482 {528}	353 {403}	313 {354}	1,443 {1,433}
Dec	899 {1006}	95 {99}	538 {989}	435 {447}	1967 {1994}	483 {531}	355 {400}	316 {352}	1,447 {1,437}
1995 Mar	888 {987}	95 {99}	528 {980}	434 {449}	1945 {1967}	479 {521}	357 {401}	316 {354}	1,431 {1,421}
Jun	886 {978}	96 {96}	520 {948}	427 {427}	1928 {1947}	466 {508}	352 {395}	312 {348}	1,427 {1,414}
Sep	887	95	525 {963}	437	1944	470	357	318	1,439
Dec	894	97	526	430	1947	479	359	319	1,434
1996 Mar	892	98	518	435	1943	477	360	321	1,432
Jun	879	94	514	428	1915	468	355	316	1,413
Sep	884	87	545	459	1974	468	320	316	1,468
Dec	893	88	545	462	1988	474	353	318	1,473
1997 Mar	870	90	536	461	1958	461	350	315	1,458
Jun	849	117	532	475	1972	453	352	310	1,487
Sep	855	125	517	481	1977	465	358	313	1,481

Source: Department of Employment Gazette * Figures within [] reflect estimates prior to the 1989 Census of Employment
Figures within () reflect estimates prior to the 1991 Census of Employment

TABLE 2 EMPLOYMENT: SCOTLAND EMPLOYEES IN EMPLOYMENT (000S)*

SIC 1992	Agric. hunting forestry fishing	Mining & Quarry- ing	Manufac- turing	Elect, gas & water supply	Constru- ction	Wh'saler etail trade & repairs	Hotels & rest.	Tr'port storage & comm.	Financial inter- mediation	Real Estate renting & bus. activities	Public admin. & defence: comp. Soc. Sec.	Educa- tion	Health & Social Work	Other comm, social & pers. activities
	A,B	C	D	E	F	G	H	I	J	K	L	M	N	O-Q
1994														
Mar	35	23	305	19	125	299	117	117	79	198	134	144	247	95
Jun	37	22	313	19	128	299	130	116	80	197	135	143	246	97
Sep	37	22	316	18	127	300	130	118	78	200	134	143	248	96
Dec	35	23	316	19	122	305	120	112	78	199	132	145	245	95
1995														
Mar	35	23	312	17	115	297	118	112	78	202	135	146	243	96
Jun	35	23	318	17	112	300	129	114	76	203	135	144	245	93
Sep	35	23	319	17	120	296	127	112	75	207	135	142	247	93
Dec	34	23	321	16	117	302	117	112	75	206	134	144	248	94
1996														
Mar	34	22	316	16	114	292	115	110	74	198	134	144	249	96
Jun	38	18	316	16	116	315	129	107	78	202	133	151	259	96
Sep	41	20	318	15	122	312	130	107	80	202	133	149	261	100
Dec	38	19	315	16	111	320	123	106	80	200	133	140	258	98
1997														
Mar	31	24	310	19	101	338	123	112	68	187	141	155	269	194
Jun	31	26	313	19	107	352	123	109	72	184	140	137	271	93

* See notes to Table 1

Source: Department of Employment Gazette

TABLE 3 UNFILLED VACANCIES AT JOBCENTRES - SCOTLAND ('000s)

	Seasonally adjusted			Vacancies at Careers Offices	
	Number	Change since previous month	Aver. change over 3 months ending	Unadjusted Total	Unadjusted
1994 Jan	19.2	0.3	0.4	15.8	0.5
Feb	18.4	-0.8	-0.1	16.3	0.4
Mar	18.3	-0.1	-0.2	17.5	0.5
Apr	18.5	0.0	-0.1	19.1	0.6
May	19.4	0.9	0.3	20.5	0.6
Jun	20.0	0.6	0.5	21.5	0.6
Jul	20.2	0.2	0.6	20.2	0.6
Aug	21.0	0.8	0.5	20.9	0.6
Sep	21.3	0.3	0.4	22.7	0.6
Oct	21.0	-0.3	0.3	22.9	0.7
Nov	20.7	-0.3	-0.1	21.7	0.7
Dec	21.4	0.7	0.0	20.2	0.6
1995 Jan	21.8	0.4	0.3	18.8	0.6
Feb	21.6	-0.2	0.3	19.4	0.6
Mar	22.4	0.8	0.3	23.3	0.6
Apr	22.8	0.4	0.3	23.3	0.6
May	22.5	-0.3	0.3	23.5	0.5
Jun	23.1	0.6	0.2	24.5	0.7
Jul	23.7	0.6	0.3	23.7	0.8
Aug	24.1	0.4	0.5	24.2	0.7
Sep	24.5	0.4	0.5	26.0	0.7
Oct	24.2	-0.3	0.2	26.0	0.6
Nov	23.9	-0.3	-0.1	24.8	0.6
Dec	23.7	-0.2	-0.2	22.6	0.5
1996 Jan	23.5	-0.2	-0.2	20.6	0.4
Feb	23.5	0.0	-0.1	21.7	0.4
Mar	23.1	-0.4	-0.2	22.0	0.4
Apr	22.9	-0.2	-0.2	23.0	0.5
May	23.4	0.5	0.0	24.0	0.7
Jun	24.4	1.0	0.4	25.7	0.8
Jul	25.8	1.4	1.0	26.1	0.8
Aug	26.0	0.2	0.9	26.3	0.8
Sep	27.6	1.6	1.1	29.8	0.6
Oct	28.6	1.0	0.9	30.8	0.8
Nov	28.7	0.1	0.9	29.8	0.6
Dec	28.2	-0.5	0.2	27.2	0.5
1997 Jan	28.0	-0.2	-0.2	24.9	0.5
Feb	28.5	0.5	-0.1	25.9	0.6
Mar	28.6	0.1	0.1	27.2	0.7
Apr	28.8	0.1	0.3	28.7	0.7
May	28.7	-0.1	0.1	28.7	0.7
Jun	30.2	1.5	0.5	31.4	1.1
Jul	31.6	1.4	0.9	32.1	1.0
Aug	33.8	2.2	1.7	34.5	1.2
Sep	34.8	1.0	1.5	37.8	1.1
Oct	36.3	1.5	1.6	39.3	0.9

Source:

Department of Employment Press Notice

Note:

Figures from October reflect the revised basis of seasonal adjustment from November 1992

TABLE 4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY ADJUSTED - SCOTLAND

Date	In-flow		Out-flow		000s of which: Placings	
	Level	Average change 3 months ended	Level	Average change 3 months ended	Level	Average change 3 months ended
1994 Jan	23.1	0.1	23.2	0.2	20.0	0.3
Feb	22.6	-0.7	23.5	-0.1	20.5	0.0
Mar	21.9	-0.5	22.1	-0.2	19.4	0.0
Apr	23.1	0.0	22.7	-0.1	20.2	0.1
May	23.1	0.1	22.8	-0.2	20.2	0.0
Jun	21.3	0.7	23.4	0.4	20.9	0.4
Jul	22.7	-0.1	22.1	-0.2	19.7	-0.3
Aug	25.4	0.8	24.6	0.6	21.7	0.5
Sep	23.1	-0.4	22.7	-0.2	20.0	-0.3
Oct	23.5	0.3	23.7	0.4	20.7	0.3
Nov	24.4	-0.3	24.7	0.0	21.6	0.0
Dec	24.6	0.5	23.8	0.4	20.7	0.2
1995 Jan	24.3	0.3	23.9	0.1	20.7	0.0
Feb	24.1	-0.1	24.3	-0.1	21.4	-0.1
Mar	24.3	-0.1	23.5	-0.1	20.7	0.0
Apr	24.4	0.0	24.5	0.2	21.5	0.3
May	24.6	0.2	24.6	0.1	21.7	0.1
Jun	25.5	0.4	24.9	0.5	22.1	0.5
Jul	25.7	0.4	25.0	0.2	22.1	0.2
Aug	27.2	0.9	26.8	0.7	23.6	0.6
Sep	25.1	-0.1	25.0	0.0	22.0	0.0
Oct	27.3	0.5	27.4	0.8	24.0	0.6
Nov	26.1	-0.4	26.4	-0.1	23.1	-0.2
Dec	24.2	-0.3	24.0	-0.3	20.8	-0.4
1996 Jan	25.5	-0.5	25.9	-0.4	22.8	-0.4
Feb	26.1	0.0	26.1	-0.1	22.4	-0.2
Mar	25.0	0.3	25.6	0.5	22.0	0.4
Apr	25.6	0.0	25.5	-0.1	21.6	-0.4
May	25.5	-0.2	25.3	-0.3	21.4	-0.3
Jun	23.5	-0.5	22.7	-1.0	19.1	-1.0
Jul	25.2	-0.1	24.0	-0.5	20.4	-0.4
Aug	24.6	-0.3	24.6	-0.2	20.7	-0.2
Sep	25.0	0.5	23.6	0.3	20.0	0.3
Oct	23.0	-0.7	22.2	-0.6	18.9	-0.5
Nov	25.2	0.2	24.7	0.0	20.4	-0.1
Dec	26.0	0.3	26.9	1.1	22.5	0.8
Jan	24.6	0.6	25.0	1.0	21.1	0.7
Feb	26.3	0.4	26.0	0.4	21.7	0.4
Mar	29.0	1.0	28.6	0.6	24.8	0.8
Apr	27.8	1.1	27.6	0.8	23.0	0.6
May	27.4	0.4	27.5	0.5	23.2	0.5
Jun	26.0	-1.0	23.9	-1.6	19.4	-1.8
Jul	26.7	-0.4	25.6	-0.7	18.8	-1.4
Aug	25.8	-0.5	23.3	-1.4	16.1	-2.4
Sep	27.7	0.6	26.6	0.9	17.6	-0.6
Oct	26.9	0.1	24.9	-0.2	15.5	-1.1

Source: Department of Employment
 Note: Figures from October reflect the revised basis of seasonal adjustment from November 1992

TABLE 5: SCOTLAND - UNEMPLOYMENT - SEASONALLY ADJUSTED (excluding school leavers ('000s) (Figures in parentheses reflect estimates on September 1988 basis - see text for details)

Date	Male	Female	Total	Change since previous month	Ave. change over 6 months ending	Unemp. rate % of working pop.
1994 Jan	183.3	53.8	238.4	3.7	-1.3	9.5
Feb	182.0	53.5	236.8	-1.6	-1.5	9.5
Mar	181.3	52.7	234.7	-2.1	-1.3	9.4
Apr	181.3	52.2	233.5	-1.4	-0.9	9.3
May	180.4	52.2	232.6	-0.9	-0.8	9.4
Jun	179.2	51.4	230.6	-2.0	-0.9	9.3
Jul	179.0	52.7	231.7	1.1	-1.0	9.2
Aug	176.9	52.1	229.0	-2.7	-1.3	9.2
Sep	174.2	50.6	224.8	-4.2	-1.7	9.0
Oct	170.7	49.7	220.4	-4.4	-2.2	8.8
Nov	167.4	49.4	216.8	-3.6	-2.6	8.7
Dec	164.1	48.2	212.3	-4.5	-3.1	8.5
1995 Jan	162.4	47.7	208.0	-2.1	-3.6	8.4
Feb	160.9	47.1	210.1	-2.1	-3.5	8.3
Mar	159.1	46.4	205.5	-2.5	-3.2	8.2
Apr	156.8	45.9	202.7	-2.9	-3.0	8.3
May	155.1	45.5	200.6	-2.1	-2.7	8.2
Jun	153.0	45.2	198.2	-2.4	-2.4	8.1
Jul	152.7	46.0	198.7	0.5	-2.0	8.2
Aug	151.5	46.0	197.5	-1.2	-1.7	8.1
Sep	150.4	45.3	195.7	-1.8	-1.7	8.0
Oct	150.3	45.2	195.5	-0.2	-1.2	8.0
Nov	150.0	45.0	195.0	-0.5	-0.9	8.0
Dec	150.9	44.7	195.6	0.6	-0.4	8.0
1996 Jan	149.5	44.1	193.6	-2.0	-0.9	8.0
Feb	151.0	44.3	195.3	1.7	-0.4	8.0
Mar	150.2	44.8	195.0	-0.3	-0.1	8.0
Apr	151.6	45.8	197.4	2.4	0.3	8.1
May	150.9	45.7	196.6	-0.8	0.3	8.1
Jun	150.3	46.1	196.4	-0.2	0.1	8.1
Jul	148.7	46.0	194.7	-1.7	0.2	8.0
Aug	148.2	45.8	194.0	-0.7	-0.2	8.0
Sep	146.4	44.9	191.3	-2.7	-0.6	7.9
Oct	145.1	43.9	189.0	-2.3	-1.4	7.8
Nov	140.1	41.3	181.4	-7.5	-2.5	7.5
Dec	138.3	40.4	178.7	-2.7	-3.0	7.3
Jan	134.5	38.8	173.3	-5.4	-3.6	7.1
Feb	132.0	37.7	169.7	-3.6	-4.1	6.9
Mar	130.4	37.1	167.5	-2.2	-4.1	6.9
Apr	126.6	35.9	162.5	-5.0	-4.4	6.6
May	125.0	36.6	161.6	-0.9	-3.3	6.6
Jun	123.3	36.8	160.1	-1.5	-3.1	6.6
Jul	120.1	31.6	151.7	-8.4	-3.6	6.2
Aug	117.3	30.9	148.2	-3.5	-3.6	6.1
Sep	115.6	32.3	147.9	-0.3	-3.3	6.1
Oct	113.9	32.8	146.7	-1.2	-2.6	6.0

Source: Department of Employment

TABLE 6: UNEMPLOYMENT FLOWS - STANDARDISED, UNADJUSTED: SCOTLAND ('000s)

Month ending	In-flow	Out-flow
1993 Jul	49.2	34.6
Aug	34.4	34.6
Sep	35.1	48.9
Oct	35.5	41.7
Nov	35.6	35.4
Dec	32.8	30.3
1994 Jan	35.1	22.6
Feb	32.6	37.5
Mar	29.1	36.0
Apr	32.1	34.3
May	29.2	36.2
Jun	29.1	34.3
Jul	45.7	32.8
Aug	31.2	33.8
Sep	31.9	48.3
Oct	32.6	39.9
Nov	33.2	35.4
Dec	29.7	30.5
1995 Jan	32.0	22.4
Feb	29.6	35.6
Mar	26.9	35.3
Apr	30.0	33.3
May	25.0	33.3
Jun	26.4	32.5
Jul	43.9	29.9
Aug	30.8	31.3
Sep	31.5	43.3
Oct	31.9	37.4
Nov	32.4	31.4
Dec	29.0	25.1
1996 Jan	33.3	21.1
Feb	30.8	32.2
Mar	27.2	32.7
Apr	32.7	30.5
May	26.9	34.0
Jun	27.9	30.5
Jul	45.1	29.5
Aug	29.6	29.3
Sep	29.2	42.4
Oct	29.7	38.1
Nov	29.6	35.7
Dec	28.5	26.7
Jan	34.1	25.9
Feb	31.1	36.4
Mar	28.2	36.4
Apr	30.0	36.3
May	28.6	35.0
Jun	30.7	34.2
Jul	41.6	33.2
Aug	29.3	31.1
Sep	29.6	43.8
Oct	29.8	37.1

Source: Department of Employment